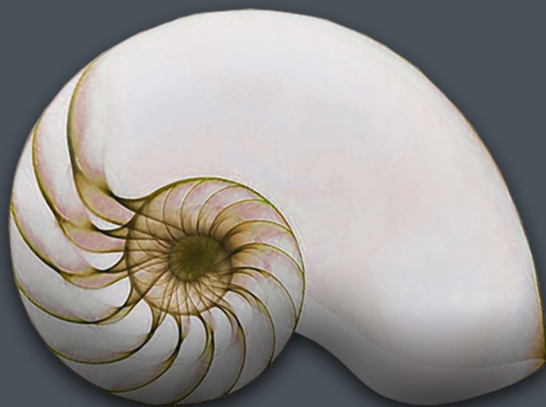




SERBIAN
CONSTRUCTIVIST
ASSOCIATION

SERBIAN CONSTRUCTIVIST ASSOCIATION



APPRECIATIVE COMMUNICATION

APPRECIATIVE COMMUNICATION REPRESENTS A METHODOLOGICAL APPROACH TO CORPORATE DEVELOPMENT, FOCUSED ON THE HIGHLIGHTING AND STRENGTHENING EVERYTHING THAT A COMPANY DOES WELL, INSTEAD OF BEING FOCUSED ON THE ELIMINATING EVERYTHING A COMPANY DOES BAD. THROUGH DIALOGICAL COMMUNICATION THIS RESEARCH PRIMARILY IDENTIFIES AND APPRECIATES POSITIVE ASPECTS OF ACTIONS, YET ALSO THOSE LEVELS OF CORPORATE FUNCTIONING WHICH NEED TO BE IMPROVED AND DEVELOPED. THE APPROACH AVOIDS QUESTIONS SUCH AS "WHAT ARE THE PROBLEMS THE COMPANY FACES?", "WHAT IS WRONG?" ABOUT WHAT YOU DO NOW?" INCITING A CREATIVE AND DEVELOPMENTAL CAPACITY, THUS DIRECTING COMPANIES TOWARDS ACHIEVING THEIR TOP POTENTIALS TO THE FULLEST EXTENT OR

WHAT NEEDS TO BE MENDED?", WHICH DEAL WITH PROBLEMS AND DEFICITS, AND INSTEAD FAVOURS QUESTIONS SUCH AS "WHAT FUNCTIONS WELL IN A COMPANY?" OR "WHAT IS GOOD ABOUT WHAT YOU DO NOW?" INCITING A CREATIVE AND DEVELOPMENTAL CAPACITY, THUS DIRECTING COMPANIES TOWARDS ACHIEVING THEIR TOP POTENTIALS TO THE FULLEST EXTENT.



CONFLICTS AND ANGER MANAGEMENT

CONFLICT PREVENTION, RESOLUTION OF CONFLICT SITUATIONS, AND ANGER MANAGEMENT IN PROFESSIONAL ENVIRONMENT ARE THE OBJECTIVES CONTRIBUTING TO THE FOSTERING OF THE CULTURE OF COOPERATIVENESS AND RAISED EFFICIENCY AND PRODUCTIVITY. UNDERSTANDING THE POSITION OF THE OTHER, THROWING LIGHT ON THE MECHANISMS CONTRIBUTING TO CONFLICTS, ALERTING ONE'S OWN IMPLICIT BELIEFS WHICH ACTIVATE ANGER REACTION, AS WELL AS ACQUIRING NEGOTIATION SKILLS, WILL ALL PROVIDE AN EFFICIENT CORPORATE CONFLICT MANAGEMENT



LEADERSHIP AND PEOPLE MANAGEMENT

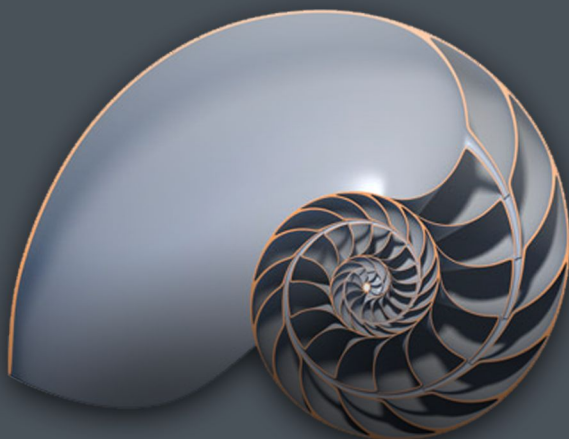


PSYCHOLOGY AND MANAGEMENT HAVE DEVELOPED MANY THEORIES ABOUT WHAT IT MEANS TO BE A LEADER. PARTICIPANTS OF THIS WORKSHOP WILL HAVE AN OPPORTUNITY TO FAMILIARIZE WITH DIFFERENT LEADERSHIP THEORIES.

BESIDES, THE WORKSHOP INCLUDES IMPLEMENTATION OF THE SELF-ASSESSMENT TECHNIQUE, WHICH IS THE STARTING POINT IN DEFINING DESIRABLE DIRECTIONS OF DEVELOPMENT OF ONESELF AS A LEADER.

DECISION-MAKING

DECISION-MAKING IS A KEY SKILL FOR SUCCESSFUL COMPANY MANAGEMENT, AS WELL AS FOR ONE'S OWN PROFESSIONAL AND PERSONAL DEVELOPMENT. UNDERSTANDING IMPLICIT BELIEFS PLACED IN THE CORE OF A DECISION AND PERCEPTION OF DILEMMAS AND CONTRADICTIONS IMPLIED BY A DECISION ARE IMPORTANT MECHANISMS FOR A SUCCESSFUL DECISION-MAKING. DECISION-MAKING IS A COMPLEX PROCESS, WHOSE SUCCESSFULNESS ALSO DEPENDS ON PERSON'S SKILFULNESS IN ANTICIPATING AND CONTROLLING THE CONSEQUENCES OF A DECISION, BOTH ON A PERSONAL AND CORPORATE PLAN. LIKEWISE, IT IS NECESSARY TO HAVE THE ABILITY OF A COMPLEX PROBLEM PERCEPTION, ITS OBSERVATION FROM MORE PERSPECTIVES, SELECTION OF THE MOST APPROPRIATE SOLUTION, AND EFFECTIVE TRANSLATION OF SOLUTIONS INTO ACTIONS.



DEFINING THE ROLES AND TEAM COOPERATION



FOR A MANAGER TO ACCOMPLISH TOP ACHIEVEMENTS IT IS NECESSARY TO CONSTANTLY WORK ON THE DEVELOPMENT AND IMPROVEMENT OF A TEAM. THIS IMPLIES KNOWLEDGE OF THE GROUP DYNAMICS AND SKILLS INCITING TEAM COOPERATION. SIMULATIONS OF SUCCESSFUL AND UNSUCCESSFUL TEAM FUNCTIONING WILL INTRODUCE PARTICIPANTS OF THIS WORKSHOP TO ALL EFFICIENT FORMS OF TEAM MANAGEMENT.

DELEGATING RESPONSIBILITIES

EFFICIENT DELEGATION OF RESPONSIBILITIES IS HARD TO ACHIEVE BECAUSE IT IS LINKED TO MANY RISKS AND TRAPS. MANAGERS WHO HAVE EXPERIENCED THE BURDEN OF THE DELEGATING, OFTEN COMPLAIN ABOUT AGGRAVATIONS. THE WORKSHOP IS TARGETED AT THE DISPLAY OF KEY STEPS LEADING TO CONSTRUCTIVE DELEGATING: MANAGING RESPONSIBILITIES AND DEPENDENCIES; DISCOVERING APPROPRIATE RESOURCES, AS WELL AS AVOIDING THE EXCESSIVE OR INSUFFICIENT DELEGATING.



CHANGE MANAGEMENT

CHANGE MANAGEMENT INVOLVES TRANSITION PROCESS FROM THE CURRENT TO THE DESIRABLE POSITION OF AN INDIVIDUAL, A TEAM, OR A COMPANY.

IT IS A CORPORATE PROCESS AIMED TO ASSIST THE STAKEHOLDERS TO ACCEPT THE CHANGE IN THEIR PROFESSIONAL ENVIRONMENT.

OBJECTIVE OF THE CHANGE MANAGEMENT IS TO MAXIMIZE PERSONAL AND CORPORATE BENEFITS, AND TO MINIMIZE NEGATIVE CHANGE INFLUENCES ON EMPLOYEES.



PREVENTION OF STRESS AND BURNOUT



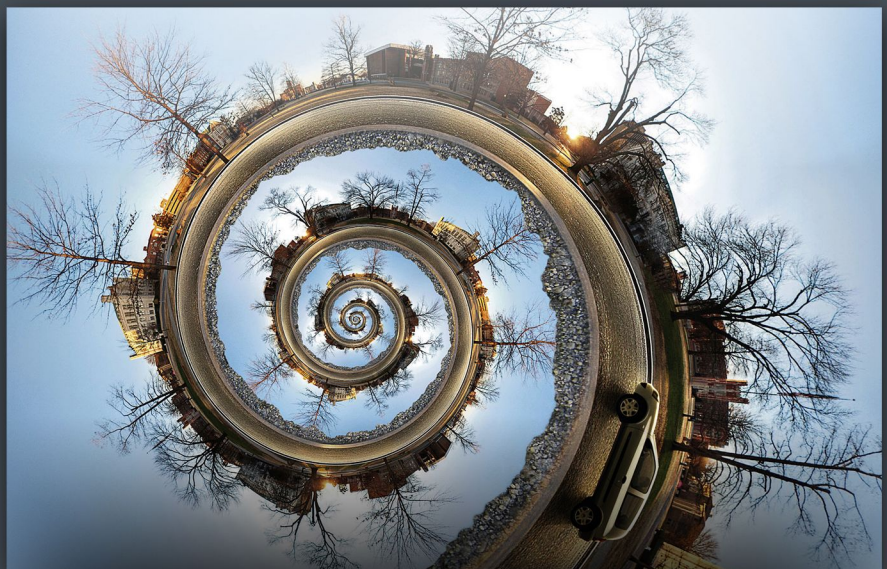
POSITIONS OF CORPORATE TOP MANAGEMENT ARE FREQUENTLY FOLLOWED BY EXTREMELY STRESSFUL JOBS. MANAGERS ARE OVERWHELMED BY RESPONSIBILITIES, YET EXPOSED TO UNCLEAR AND CONFLICTIVE REQUIREMENTS.

THE METAPHOR OF „TOO MANY OPENED WINDOWS“ WHILE SURFING THE INTERNET REFLECTS A SITUATION OF THE FEELING OF LOST CONTROL OVER PROFESSIONAL ACHIEVEMENTS NICELY.

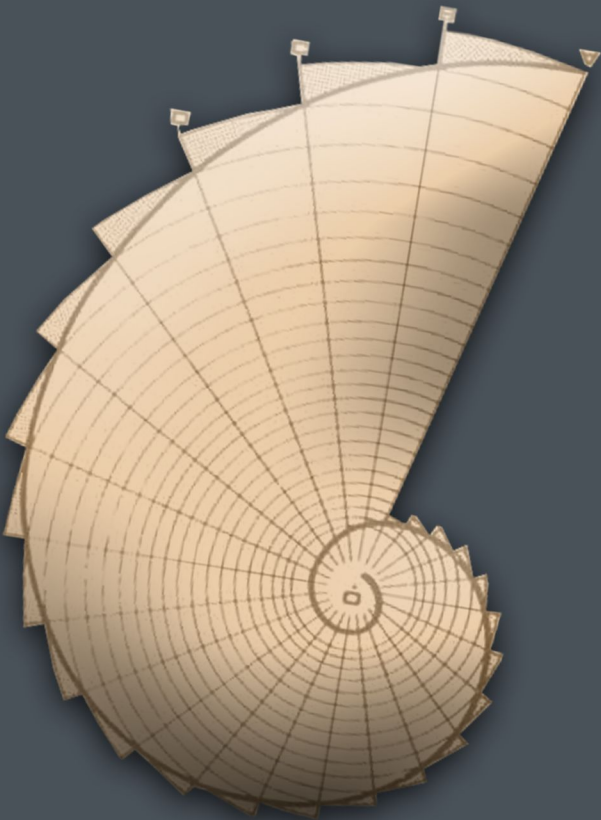
THUS IT IS IMPORTANT TO IDENTIFY „SYSTEMS OF EARLY WARNING“ AND WORK ON PREVENTION OF NEGATIVE STRESS EFFECTS AND ALLOW SUCCESSFUL DEALING WITH THIS PROBLEM.

OBJECTIVES AND STRATEGIC PLANNING OF SUCCESSFULNESS

BE IT ON A PERSONAL OR CORPORATE LEVEL, SHORT-TERM PLANNING IS DEFINITELY NOT THE BEST WAY TO ACCOMPLISH THE OBJECTIVES PAVING WAY TO SUCCESSFULNESS. LONG-TERM PLANNING IS NECESSARY IN ADDITION TO SHORT-TERM PLANNING. THIS PROCESS INCLUDES DEFINING THE OBJECTIVES, FORMULATING AND IMPLEMENTING A STRATEGY, PROGRESS MONITORING, AS WELL ADJUSTING ALONG THE WAY.



RESEARCH



COLLECTION AND DATA ANALYSIS (BOTH QUALITATIVE AND QUANTITATIVE), AS WELL AS PRESENTATION OF THE RESEARCH RESULTS OF KEY CORPORATE PROCESSES: EMPLOYEES' MOTIVATION AND SATISFACTION; CORPORATE CULTURE; EVALUATION PROJECTS; STRESS AND BURN-OUT; COMMUNICATION; ETC.



MANAGING IMPRESSIONS FROM PRESENTATION

PRESENTATION IS A COMPONENT OF A PERSONAL IMAGE NEEDED FOR PROFESSIONAL DEVELOPMENT AND PROGRESS.

MANAGEMENT OF IMPRESSIONS FROM JOB INTERVIEWS, RELATIONS WITH COLLEAGUES AND SUPERIORS, TEAM-WORK, OR COMMUNICATION WITH CLIENTS, PROVIDES THE CREATION AND MAINTENANCE OF A DESIRABLE IMAGE.

ELABORATION OF A DESIRABLE SELF-IMAGE AND ACQUISITION OF SKILLS TO EXERCISE IT IN A DAILY PERSONAL AND BUSINESS COMMUNICATION ARE EFFICIENT FORMS OF MANAGING THE IMPRESSIONS FROM A PRESENTATION.



INDIVIDUAL COACHING

INDIVIDUAL GUIDANCE
OF EMPLOYEES AIMED TO
INCITE THE PROCESS OF
CHANGE WITHIN
PREDEFINED
DEVELOPMENTAL
DIRECTIONS.



GROUP COACHING

GROUP GUIDANCE OF EMPLOYEES
(IN GROUPS OF 6-8 MEMBERS)
AIMED TO INCITE THE PROCESS OF
CHANGE WITHIN PREDEFINED
DEVELOPMENTAL DIRECTIONS.





IN TODAY'S HIGHLY COMPETITIVE BUSINESS ENVIRONMENT, INVESTMENTS IN THE RESEARCH AND EMPLOYEES' DEVELOPMENT ARE AN INEVITABLE PART OF DEVELOPMENTAL STRATEGIES OF ALMOST ANY COMPANY. MANAGERS AND HR PROFESSIONALS FACE AN INCREASED PRESENCE OF STRESS AND BURNOUT AT WORK, WHEREAS EMPLOYEES AT ALL LEVELS FEEL A GREAT DEAL OF THAT PRESSURE.

AS A RESULT, A NEED HAS BEEN GROWING FOR A CONTINUED IMPROVEMENT OF THE PSYCHOLOGICAL SUPPORTIVE SKILLS, ALLOWING THE MANAGERS TO FACILITATE EMPLOYEES' PASS THROUGH TURBULENT AND ACCELERATED CHANGES, AS WELL AS ASSISTANCE IN DEVELOPING POSITIVE AND STABLE RELATIONS CONTRIBUTING TO RAISED EFFICIENCY IN THE WORK ENVIRONMENT. THE CORPORATE DEVELOPMENT CENTRE IS DEDICATED TO THE ELABORATION AND APPLICATION OF THE CONSTRUCTIVIST COACHING AND TRAINING PROGRAMS FOR EMPLOYEES.

PROGRAMS REST ON THE MODERN APPROACH TO THE MANAGEMENT OF LEARNING AND CORPORATE CHANGES, AND ARE ADJUSTED TO CLIENTS' NEEDS. IN ADDITION, THE CENTRE IMPLEMENTS QUANTITATIVE AND QUALITATIVE RESEARCH OF THE KEY PROCESSES AS TO DEFINE, IMPLEMENT AND MONITOR CORPORATION'S DEVELOPMENTAL PLAN.

